



Agency Overview

- The Indiana Commission for Women (ICW) was established in 1992 by Executive Order 92-15. In 1996, Senate Enrolled Act 500 instituted the Commission. Indiana became the 27th State in the country to create a Women's Commission. The ICW is symbolic of Indiana's true commitment in improving the quality of life for women and families.
- According to the 2000 U.S. Census report, women make up 51% of the 6,080,485 population in Indiana, and 35.7% of Indiana's female population is under the age of 18. This 51% of the population is the constituency that the ICW serves on a daily basis.
- The ICW is charged with assessing the needs of Indiana women and their families and with promoting the full participation of Indiana Women in all aspects of society.
- The ICW provides outreach, support and education to Hoosier women while serving as a liaison between government and private interest groups concerned with services for women.
- The ICW informs leaders of business, education, government and media of the nature and scope of the problem of sex discrimination with a view to enlist their support in working toward improvement.
- The commission also promotes the consideration of qualified women for all levels of government and oversees the coordination and assessment of programs in all state agencies as they affect women.
- The ICW is required to evaluate laws and governmental policies with respect to the needs of women, and to monitor legislation and other legal developments in order to make recommendations to the Indiana General Assembly and the Governor on issues concerning women.
- The ICW has 14 Commissioners from all areas of the State ranging from Northwest Indiana to Evansville.

2003-2004

GOVERNOR

Joseph E. Kernan

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Rep. Vaneta Becker

Jane Blessing

Linda K. Bloom

Virginia Calvin, PhD

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Joanne Sanders

Sen. Vi Simpson

Gazella A. Summitt

Sharon Walker

Ann Windley

EX-OFFICIO MEMBERS

First Lady Maggie Kernan

Floyd Worley,

Office of the Governor

ICW STAFF

Annette E. Craycraft,
Executive Director

Kimberly Thacker,
Director of Programs

Publications

2003-2004 Legislative Guide

The Legislative Guide is a useful tool for women's organizations that are interested in learning more about the Indiana General Assembly and want to impact policy in the State of Indiana.

Funding Resources for Non-Traditional Women Students

A financial aid resource for non-traditional students.

Women's Organization Resource Guide 2003-2004

A directory of women's organizations across the State of Indiana.

Resource Guide for Women Entrepreneurs

A resource for women who are starting their own business.

Get the Facts Sheets

Statistics on various women's health and economic issues.

Advisory Board Members

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Ruth Vignati

Rep. Peggy Welch

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Women's Health

Breast Cancer Awareness Month

The ICW joined with the Indiana Breast Cancer Alliance (IBCA) in 2003 and 2004 for the Illumination event at the Indianapolis Artsgarden. This annual event kicks-off breast cancer awareness month. *Illumination - Lighting the Way to Breast Cancer Awareness* included speakers from the breast cancer community, and a ceremony to honor victims and survivors of breast cancer. Approximately 100 individuals attended the event. At sundown, the Artsgarden was illuminated in pink lighting for the evening to promote awareness about breast cancer issues, especially the importance of early detection. The ICW received a proclamation each year from the Governor proclaiming October as Breast Cancer Awareness Month. This proclamation is presented at the Illumination event. The illumination is in collaboration with the Estee Lauder Global

Landmarks Illumination Initiative. The ICW is an active member of the IBCA, which serves as a clearinghouse in the dissemination of information, a provider of education, and a statewide resource working collaboratively in breast health awareness.

Sexual Assault Advocates Training

The ICW partnered with the *Indiana Criminal Justice Institute* and the *Indiana Coalition Against Sexual Assault (INCASA)* to host a five day training for sexual assault victims' advocates during the summer of 2004. Approximately forty advocates from all over the State of Indiana attended this training, held in Indianapolis. Attendees were provided with a uniform teaching that included helpful information to better serve victims across the State. The training was paid for by funds from the Indiana Criminal Justice Institute through the Victims of Crime Act (VOCA) Grants.



Women's History

Women's History Month

Each March, the ICW joins other women's groups in celebrating National Women's History Month. The ICW received a *proclamation* from the Governor proclaiming March as Women's History Month in the State of Indiana. The ICW staff and commissioners traveled across our State during March, and throughout the year, to provide discussions and presentations to various organizations and schools. Some of the discussions included women in history, Title IX, sexual harassment, and gender equity.

Historical Marker Dedication

On June 13, 2004, the ICW, along with the Indiana Women's History Association and the Central Christian Church sponsored a Historical Marker for *Zerelda G. Wallace*. Zerelda was the first President of the Christian Temperance Movement in Indiana in 1874 and a member of the Equal Suffrage Society. She spoke nationally on temperance and suffrage. She also spoke before the Indiana General Assembly on a woman's right to vote, where she delivered petitions with over 21,000 signatures from Hoosiers on this issue, as well as before the United States' Senate Judiciary Committee on this same issue. You can visit the marker at Central Christian Church, which is located at 701 North Delaware Street in Indianapolis.

United Nations - USA Day 2004

The United Nations (UN) asked Governor Kernan to recognize UN USA Day in Indiana. The United Nations Day theme for 2004 was *Women's Rights & Empowerment: The Millennium Development Goals and Gender Equity*. In collaboration with this day, the ICW prepared two programs. The first program was held in Ft. Wayne on the

Certification on the Elimination of Discrimination Against Women (CEDAW) Treaty. Representatives from Indiana University-Purdue University Fort Wayne (IPFW), the Ft. Wayne Women's Bureau, and Senator Evan Bayh's office participated in the panel discussion to create more awareness about CEDAW.

The second event was held on the Indiana University campus in Bloomington in collaboration with the IU Gender Studies Department. The topic in Bloomington was *Violence Against Women*. The presentation was about violence against women in the U.S. and recognized the 10th Anniversary of the Violence Against Women Act. The presentation also discussed violence against women in other parts of the world. Presenters on the panel were Amy Holztworth, Professor of Psychology at IU; State Senator Vi Simpson of Bloomington; Toby Strout, Executive Director of Middle Way House; Julie Thomas, visiting lecturer at the IU Department of Gender Studies; and Suzanna Walters, Chair of the IU Department of Gender Studies.

The United Nations General Assembly adopted a United States-sponsored resolution declaring the day that the UN Charter went into effect, October 24, as United Nations Day. This day is to be commemorated annually by all member-states of the UN. Since 1947, United Nations Day has been observed in nations small and large around the world, including communities throughout the United States.

Indiana Women's History Trail

Currently, the ICW is working with the *Indiana Women's History Association* and the *Indiana Historical Bureau* on an Indiana Women's History Trail that will map out notable women's historical sites across the State of Indiana. Further information about the trail will be available in the near future.

Partnerships and Involvement

The ICW attends conferences throughout the State annually to display materials and answer questions from Hoosiers about government services for women, and to give presentations. The ICW continues to collaborate with Indiana's women's organizations and various state agencies on advocacy, program initiatives and outreach.

The ICW staff has been working with the Indiana Breastfeeding Taskforce since 2003 on devising the Indiana Breastfeeding State Plan. This plan will be a useful resource full

of information about the importance of breastfeeding for those in the medical community and those who work with expecting mothers. It is to be released in 2005 and will be provided to organizations across the State. The ICW is also actively involved with the the Office of Women's Health Advisory Board, Domestic Violence Network of Indianapolis Advocates and Employers Groups, Indiana Women's History Association Board of Directors, the Indiana Domestic Violence Roundtable, Women Work! Advisory Board, and the Healthy Families Project at the Indiana Women's Prison.

The ICW would like to thank the following organizations for their support and efforts:

American Association of University Women
(AAUW)

American Business Women's Association (ABWA)
Ball State University Women's Studies Department
Breast and Cervical Cancer Program at the IN
Christian Theological Seminary
State Department of Health
Business and Professional Women (BPW)
Business Women Connect
Department of Workforce Development
Domestic Violence Network of Greater Indianapolis
Federally Employed Women (FEW)
Fort Wayne Women's Bureau
Gender Fairness Coalition (GFC)
Girls Inc.

Girls Really Expect a Team (GREAT!)
Indiana 2016

Indiana Breast Cancer Alliance
Indiana Civil Rights Commission
Indiana Coalition Against Domestic Violence (ICADV)
Indiana Coalition Against Sexual Assault (INCASA)
Indiana Commission on Community Service
and Volunteerism
Indiana Commission on Hispanic and Latino Affairs
Indiana Criminal Justice Institute
Indiana Department of Corrections
Indiana Perinatal Network (IPN)
Indiana Women's History Association (IWHA)
Indiana University Gender Studies Department-
Bloomington
IPFW Gender Studies Department

Labor Institute for Training (LIFT)
League of Women Voters (LWV)
National Association of Women Business Owners
(NAWBO)
National Organization for Women (NOW)
Network of Women in Business
Office of Minority Business Enterprise at the
Indiana Department of Administration
Office of Women's Health at the
Indiana State Department of Health
Planned Parenthood of Indiana
Trustee Leadership Development, Inc.
University of Indianapolis
University of Phoenix
Young Survivors Coalition



Women and the Economy

Women and Work Conference

The ICW played a large role in the planning and coordination of the 2003 and 2004 Women and Work Conference. The theme of the 2003 Conference was *"Women Working to Make a Difference,"* and the 2004 theme was *"Celebrating our Past, Building our Future."* Approximately 100 women attended each year's event and heard from many notable speakers, including: Nancy Guyott, Commissioner of the Indiana Department of Labor; Thia Hamilton, Deputy Director of Women Work!; and a special taped message from Lt. Governor Kathy Davis.

The conference is organized each year by an advisory board made up of federal, state, and local agencies, as well as private organizations, businesses, educational institutions and labor organizations who work to improve the status of women in the workplace. The conference demonstrates and encourages unique ways of working together; ensuring that Indiana women are offered the best possible education, job training, and employment and support services available.

Indiana Girls Collaborative Project

The Indiana Commission for Women was awarded a replication grant from the *National Science Foundation* and *Puget Sounds* in fall 2004 to be a regional collaborative for the National Girls Collaborative Project.

Numerous gender equity programs and initiatives in the areas of *Science, Technology, Engineering, and Mathematics*

(*STEM*) have been implemented only to lose effectiveness or fade away. Often these projects do not address sustainability as resources declined, personnel changed, or priorities shifted.

The purpose of the *National Girls Collaborative Project* is to replicate the Northwest Girls Collaborative Project in three regions (California, Indiana, and Massachusetts) throughout the United States in an effort to strengthen the capacity, impact, and sustainability of existing and evolving girl-serving STEM programs. Through collaboration between organizations, institutions, and businesses committed to expanding participation of women in STEM, existing and evolving projects will have a much greater chance of maintaining interest and participation of girls in STEM within the Indiana region.

Through replication of the Northwest Girls Collaborative Project model, the Indiana Girls Collaborative Project will accomplish the following objectives:

1. Connect existing and evolving projects and programs, and identify gaps and overlaps of services in support of STEM for girls.
2. Maximize access to shared resources within projects and with public and private sector organizations and institutions interested in expanding girls' participation in STEM.
3. Invest in long-range planning for addressing gaps and overlaps in service delivery and long-term sustainability.
4. Strengthen capacity of existing and evolving projects by sharing research and program models, outcomes and products.

Women as Leaders & in Government

Women's Leadership Exchange (WLE)

The ICW continues to partner with central Indiana businesses and organizations to host a series titled "Women's Leadership Exchange (WLE)." This exchange brings together women leaders from Indiana to speak on various topics of leadership. The WLE, which is open to the public free of charge, is hosted in the Indiana Government Center complex.

ICW Talent Bank

As a method of fulfilling our mandate to promote consideration of qualified women to all levels of government positions, the ICW maintains a Talent Bank of women who are interested in appointments to state boards, councils, commissions or task forces. As opportunities arise, the ICW forwards names of appropriate candidates to the appointing authority. While entry of names in the Talent Bank does not guarantee appointment, it does afford an opportunity for consideration for appointment. For a copy of the Talent Bank Form, please visit www.IN.gov/icw, or contact the Commission at 317-233-6303.

ICW Legislative Issues Day

In February, the ICW partnered with the *American Association of University Women (AAUW)*, *Business and Professional Women (BPW)*, and the *League of Women Voters (LWV)* to host an issues day at the State House. Members from all organizations came together to hear from legislative leaders, members of the commission, women leaders in state

government and members of the various women's organizations about important issues before the 2004 General Assembly. The attendees were able to attend committee hearings and meet with their legislators in the afternoon.

Indiana's Salute to Women - The Torchbearer Awards

The Indiana Commission for Women created the concept for the Torchbearer Award for Women in 2003. It was designed to be the *highest honor given by the State of Indiana to Hoosier women who have overcome or removed barriers to equality or whose achievements have contributed to making our state a better place in which to live, work or raise a family.*

The ICW honored 23 women with a Torchbearer medallion in various categories. A council of judges comprised of women throughout the State determined the final awardees by using a three part pre-determined scoring process. The woman with the highest point rating was selected to be the Torchbearer in that category. In addition, the Council of Judges had the power to create special awards. These awards are the Community Spirit Award, Hoosier Ambassador Award, Trailblazer Award and the Heart of Indiana Award.

Notable Hoosier women were on hand to present the awards. In addition, former and current female State elected officials were honored with a procession at the beginning of the ceremony where First Lady Maggie Kernan presented each of them with a medallion. The statue, *Victory* (or known to some as *Miss Victory* or *Miss Indiana*), from the top of the *Soldiers' and Sailors' Monument*, is the image that was chosen to represent the Torchbearer Awards. *Victory* is symbolic of the character and achievements of each Torchbearer.



Winners of the 2004 Indiana's Salute to Women Torchbearer Awards are:

Advertising & Marketing Award -
Glenda Steele, Plainfield
Nominated by:
Chateau Thomas Winery

The Arts -
Joyce Sommers, Indianapolis
Nominated by:
Indianapolis Arts Center

Education -
Martha Chiscon, West Lafayette
Nominated by:
YWCA of Greater Lafayette

Entrepreneurship -
Jane Martin, Bloomington
Nominated by:
Indiana University Foundation

Financial Services -
Mary Bennett, South Bend
Nominated by:
Crowe Chizek & Company, LLC

Health, Medicine & Life Sciences
Patricia Treadwell M.D.,
Indianapolis
Nominated by: Indiana Chapter -
American Academy of Pediatrics

Journalism & Communications -
Lucy Himstedt, Evansville
Nominated by: Neighborhood
Educational Enrichment
Development Site (NEEDS)

Labor Advocate -
Cordelia Lewis-Burks, Indianapolis
Nominated by:
Eastside Baptist Church

The Law -
Virginia O'Leary, Oakland City
Nominated by:
Evansville Bar Association

Social Services -
Ana Guisti, Fort Wayne
Nominated by:
Center for Nonviolence

Sports & Fitness -
Marjorie Albohm, Indianapolis
Nominated by: Indiana Athletic
Trainers Association

Volunteerism -
Sue Webster, Crane
Nominated by:
Hoosier Hills Chapter -
Federally Employed Women

Women in Government -
Kathy L. Davis, Indianapolis
Nominated by:
Office of the Lieutenant Governor

Youth Mentor -
Mary Joan Dickson, Cedar Lake
Nominated by: All Golfcar, Inc.

Family/Child Advocate -
Donna Gore Olson, Indianapolis
Nominated by:
Community Education and
Child Advocacy Department

Mental Health Advocate -
Cecilia Weber, Lafayette
Nominated by:
YWCA of Greater Lafayette

Non-Traditional Career -
Andrea McCord, Bedford
Nominated by: Lawrence
County Juvenile Drug Court

ICW Lifetime Achievement -
Jane Fribley, Indianapolis
Nominated by:
Indiana Women's
History Association

Woman of Promise Award -
Alexandra Holderman, Mishawaka
Nominated by: Indiana
Commission on Community
Service and Volunteerism

Community Spirit Award -
Charlotte Zeitlow, Bloomington
Nominated by:
Middle Way House

Hoosier Ambassador Award -
Judy Singleton, Indianapolis
Nominated by:
Richard G. Lugar Excellence in
Public Service Series

Trailblazer Award -
Myra Selby, Indianapolis
Nominated by:
Community Hospitals of Indiana

Heart of Indiana Award -
Julia Carson, Indianapolis
Nominated by:
Planned Parenthood of Indiana